



Social Security Administration

Strategic Area 1: EARLY LEARNING

Objective 1.1.b: Communication and Outreach – This section should include information on how the Agency conducts outreach to the Hispanic community, specifically to parents and communities, to make them aware of benefits of family planning, early care and learning, parental engagement and wraparound services. The Agency can include any partnerships or collaborations it may have with State or Local educational agencies, businesses, or philanthropic or nonprofit organizations.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. The Kansas City Hispanic Affairs Advisory Council (HAAC) collaborates with the Westside Community Action Network (CAN) Center and Ruiz Library in Kansas City, Missouri.	Annually	2,000	8%	\$500	Alicia Melgoza-Caudillo Kansas City Civil Rights and Equal Opportunity (CREO) Manager	HAAC members donate school supplies to benefit Hispanic students living in the Westside area. The HAAC members fill backpacks with supplies and during <i>Back to School</i> night each August.
2. A Denver Region bilingual Public Affairs Specialist (PAS) provides a Spanish language presentation at the Grupo Vida Spanish Conference in Aurora, CO.	Annually	100	90%	No cost	Cindy Malone Acting Deputy Regional Communications Director	The presentation (intended for parents of disabled children) is to offer interactive training on Supplemental Security Income (SSI) benefits. The Gupo Vida Spanish conference is the only conference of its kind in Colorado.
3. Target Outreach to Parents of Children with Disabilities & Advocate: <ul style="list-style-type: none"> Family Resource Network <i>Empoderando a las Familias</i> 	2015	150	100%	No cost	Wanda Colón-Mollfulleda, Hispanic Affairs Advisory Council's (HAAC) Executive Champion	Social Security Administration (SSA) employees educate parents of children with disabilities regarding Social Security programs and benefits. They answered questions and shared resources in Spanish.



Strategic Area 2.1: K-12 EDUCATION – STEM

Objective 2.1.a: Data, Funding and Programs – For this section, the Agency should identify grant opportunities, programs, or initiatives that benefit Hispanic students in STEM education and/or increase the participation of Hispanic students in STEM programs and education. This may include any programs that may benefit students, teachers, parents, or the general population as a whole. In addition, report on how the Agency considers and collects demographic data on the Latino population and diversity within it (e.g. ethnic and/or gender) to create relevant funding models and policies.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. Latinas Empowering Latinos/as	2015	13	100%	No cost	Wanda Colón-Mollfulleda, Hispanic Affairs Advisory Council's (HAAC) Executive Champion	<ul style="list-style-type: none"> a. SSA employees collaborated with Centro VIDA and community leaders in building a mentoring program for Latinos/as in St. Joseph County, MI. Approximately 13 leaders/students attended an outreach event held on August 23, 2015. b. By establishing relationships with community leaders/school counselors, SSA employees are expanding group participation to include other states such as Indiana, and Ohio.
2. Partnership with Hispanic Non-Profits	2015	200+	100%	No cost	Wanda Colón-Mollfulleda	<ul style="list-style-type: none"> a. SSA employees help organize a Hispanic College Night with 17 colleges/universities in attendance from Michigan and Indiana. b. SSA employees assist by organizing a fundraiser to establish a scholarship fund. Three individuals were selected to each receive a \$500 scholarship. c. SSA employees conduct a panel presentation comprised of government employees who share their life experiences, career progression, and educational



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						background. SSA employees continue to collaborate with Glen Oaks Community College, Goshen College, Sturgis Public Schools, and St. Joseph College Access Network to host this college night; we also share information on the college application process, financial aid, and scholarships.
3. Empowering Young Latinas to Graduate from High School and Pursue a College Degree by Granting Scholarships to the Winners	2015	150+	100%	No cost	Wanda Colón-Mollfulleda	<p>a. SSA employees volunteer serve as members of the organizing committee to select judges for the Miss Hispanidad Colorado contest. Miss Hispanidad Colorado is an annual competition for teens held in the city of Denver, Colorado that highlights the identity, values, and potential of young Hispanics. A group of Colorado Hispanic citizens founded this contest.</p> <p>b. SSA employees help to select participants who are qualified to receive a scholarship. The scholarships help students pay for tuition costs.</p> <p>c. SSA employees provide training on financial aid and education resources.</p>
4. Promote Washington's State Running Start Program (RSP)	2015	25	100%	No cost	Wanda Colón-Mollfulleda	SSA employees educate parents and students about the benefits of participating in the RSP. Students can attend their local community colleges tuition free during their Junior and Senior high school years. Students receive both high school and college credits. The costs of the program include books and other small fees/lab fees, etc.



Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
5. Lugar de Reunion	2015	200+	100%	No cost	Wanda Colón-Mollfulleda	<ul style="list-style-type: none"> a. SSA employees collaborate with Lugar de Reunion (a nonprofit agency in Sparta, WI) to conduct panel discussions with parents and students to answer questions about retirement, disability, and survivors' benefits, replacement Social Security cards, and earnings information in Spanish. b. SSA employees work with Lugar de Reunion to provide assistance during community outreach events every three months.
6. School Supplies	2015	100	100%	No cost	Wanda Colón-Mollfulleda	SSA employees partner with Waterside School for Leadership, Rockaway Beach, NY to collect new school supplies which they then distribute to children in need prior to the start of the spring and fall semesters.
7. Neighborhood House	2015	35	100%	No cost	Wanda Colón-Mollfulleda	SSA employees conduct training on Social Security programs including Supplemental Security Income/Social Security Disability Insurance (SSI/SSDI), children's benefits, Medicare, my Social Security accounts, and available online services for Hispanic parents and students in West St. Paul, MN.
8. Wellstone Center	2015	25	100%	No cost	Wanda Colón-Mollfulleda	SSA employees conduct training on Social Security programs, including SSI/SSDI, children's benefits, Medicare, my Social Security accounts, and available online services for Hispanic parents and students in St. Paul, MN.
9. Multicultural Center of Hennepin County	2015	35	100%	No cost	Wanda Colón-Mollfulleda	SSA employees conduct training on Social Security programs including SSI/SSDI, children's benefits, Medicare, my Social Security accounts, and available online services for Hispanic parents and students in



						Minneapolis, MN.
10. Hispanic College Fund	2015	300+	100%	No cost	Wanda Colón-Mollfulleda	Annually, SSA employees volunteer to review over 300 Hispanic Scholarship applications for the National Hispanic Scholarship Fund located in Washington DC.

Strategic Area 2.3: K-12 EDUCATION – Family Engagement

Objective 2.3.a: Data, Funding and Programs – For this section, the Agency should identify grant opportunities, programs, and any activities or initiatives that encourage, promote, strengthen and/or support family engagement as a strategy to increase the educational attainment and academic and professional success of all students, including Hispanic students. In addition, report on how the Agency considers and collects demographic data on the Latino population and diversity within it (e.g. ethnic and/or gender) to create relevant funding models and policies.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. Presentation to High School Students and teachers (History and Government curriculum for “At-Risk” students at Reynolds Learning Academy in Portland, OR); SSA provided an overview of the history of SSA, SSA benefits/services, and the importance of SSA benefits/services to families.	2015	45	80%	No cost	Seattle Region Public Affairs Office	Increased awareness of SSA programs, benefits, and services. The Public Affairs Specialist is bi-lingual (English/Spanish).
2. Centro VIDA	2015	140	100%	No cost	Wanda Colón-Mollfulleda, Hispanic Affairs Advisory Council’s (HAAC) Executive Champion	a. SSA employees collaborate with Centro VIDA, and volunteer with Business Partners (a high school program at Sturgis Public Schools), to conduct 30-minute sessions with students on work/career development. SSA employees also conduct panel discussions at the



						<p>Hispanic College Night on careers with government. SSA employees participate in educational seminars with the Mexican Consul of Detroit and Centro VIDA.</p> <p>b. SSA employees work with Centro VIDA to provide assistance during community outreach events. SSA employees assist with a Citizenship Seminar along with the United States Citizenship and Immigration Services (USCIS) from Detroit, MI.</p>
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Objective 2.3.b: Communication and Outreach – This section should include information on how the Agency supports or conducts outreach and amplification on the importance of family engagement. Additionally, the Agency can report how they amplify the Administration and the Agency’s efforts to ensure family engagement is a key priority and component to student success.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. National Council of La Raza Conference and National Latino Family Expo in Kansas City, MO. Nation’s largest annual gathering of leaders, advocates, elected officials, business executives, and change-makers whose work impacts the Latino community.	Annually	3,000	5%	\$5,000	Alicia Melgoza-Caudillo Kansas City Regional CREO Manager	<p>a. Educate Hispanic families on SSA programs and online services.</p> <p>b. Inform Hispanic families on the Affordable Care Act.</p> <p>c. SSA bi-lingual staff presented publications in both English and Spanish.</p>
2. Article “ Spanish Spoken Here: Social Security Speaks Your Language ” published in Maryville Daily Forum Newspaper in Maryville, Missouri.	Annually	2,350	17%	\$50	Alicia Melgoza-Caudillo	<p>a. Educate Hispanic families on SSA programs and services.</p> <p>b. Inform Hispanic families on the Affordable Care Act.</p>
3. Article “ Spanish Spoken Here: Social Security Speaks Your Language ” published in 50ish in the River Cities Newspaper in Davenport, Iowa.	Annually	33,000	5%	\$50	Alicia Melgoza-Caudillo	<p>a. Educate Hispanic families on SSA programs and services.</p> <p>b. Inform Hispanic families on the Affordable Care Act.</p>



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4. Article “ Spanish Spoken Here: Social Security Speaks Your Language ” published in Waterloo Carrier Daily Newspaper, in Waterloo, Iowa.	Annually	39,470	2%	\$50	Alicia Melgoza-Caudillo	a. Educate Hispanic families on SSA programs and services. b. Inform Hispanic families on the Affordable Care Act.
5. Lebanon Missouri weekly radio program, during Hispanic Heritage Month, an SSA manager educated Hispanic families on the benefits and services available on www.segurosocial.gov .	Annually	14,000	2%	\$50	Alicia Melgoza-Caudillo	a. Educate Hispanic families on SSA programs and services. b. Inform Hispanic families on the Affordable Care Act.
6. Conduct a “Radio Show” from the Dodge City Community College in Dodge City, Kansas.	Annually	33,000	5%	\$50	Alicia Melgoza-Caudillo	a. Educate Hispanic families on SSA programs and services. b. Inform Hispanic families on the Affordable Care Act.
7. Conduct a MySSA hands-on training session at the Argentine Branch of the Kansas City, Kansas Public Library System. The library made available laptops for all attendees to access MySSA accounts, request information via MySSA, and make post-entitlement changes via MySSA benefits.	Annually	2,000	2%	\$50	Alicia Melgoza-Caudillo	a. Educate Hispanic families on SSA programs and online services, including the Spanish website and iClaim.
8. Adopt A Family Christmas Drive - HAAC collects gifts for two struggling families through the Guadalupe Center’s (GCI) Adopt-A-Family program. Essential items were gift wrapped and delivered.	Annually	100,000	<1%	\$1,000	Alicia Melgoza-Caudillo	Support low-income Hispanic families with needed resources.
10. HAAC members sort and repackage items at Harvesters, Kansas City metropolitan food bank.	Annually	100,000	1%	\$50	Alicia Melgoza-Caudillo	Support low-income Hispanic families with needed resources.
11. During a Back to School Rally, volunteers welcomed parents and students and	Annually	2,000	8%	\$500	Alicia Melgoza-Caudillo	Donate school supplies to benefit Hispanic students living in the Westside area. Supplies are place into backpacks and distributed at



registered them to receive school supplies at the start of the new school year.						the <i>Back to School</i> rally.
12. Since 2009, Kansas City Region HAAC shares the LA VOZ electronic newsletter with members, acknowledging their professional and personal accomplishments.	Bi-annual	2,000	8%	\$200	Alicia Melgoza-Caudillo	<ul style="list-style-type: none"> a. Highlight Hispanic employee's professional development. b. Offer volunteer opportunities in the Hispanic Community.
13. Denver Region employees attend League of United Latin American Citizens convention in Salt Lake City, UT.	2015	150	17%	\$289	Mickie Douglas, Denver Regional PAS	Educate Hispanic citizens about SSA programs and services.



Strategic Area 2.4: K-12 EDUCATION – College Access

Objective 2.4.a: Data, Funding and Programs – For this section, the Agency should identify grant opportunities, programs, and any activities or initiatives that encourage, promote, strengthen and/or support college access for all students, including Hispanic students. The Agency can include college enrollment and affordability efforts with the goal of increasing participation of Hispanic students in job training, 2-year degrees and certificates and 4-year and beyond professional degrees. In addition, report on how the Agency considers and collects demographic data on the Latino population and diversity within it (e.g. ethnic and/or gender) to create relevant funding models and policies.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. Washington State “Running Start” Program	2015	50-100	80%	No cost	Olga Villasenor – Hispanic American Advisory Council (HAAC)	<ul style="list-style-type: none"> a. Educate parents and students about the benefits of participating in the Running Start Program, a program where High School juniors and seniors can gain access to local Community Colleges and earn college credits free of charge. b. SSA employees provide approximately 50-100 students with information about the program.
2. Hispanic College Fund Middle and High School Application Review	2015	300	100%	No cost	Olga Villasenor – Hispanic	300 Applications were reviewed by HAAC.
3. Advocates for Latino Student Advancements in Michigan Education (ALSAME Conference)	2015	1000+	100%	No cost	Wanda Colón-Mollfulleda, Hispanic Affairs Advisory Council’s (HAAC) Executive Champion	SSA employees take students to the yearly ALSAME conference and on college visits to educate and inspire Hispanic students to continue higher education. There was no conference in 2015; however, planning is underway for 2016. Currently, SSA employees participate in meetings with ALSAME to develop a 2016 conference agenda.



Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
4. Glen Oaks Community College - College Night	2015	150+	100%	No cost	Wanda Colón-Mollfulleda,	SSA employees collaborate with Glen Oaks Community College to conduct seminars on career advancement for a Spanish speaking audience at the St. Joseph County College Night. SSA employees work with Centro VIDA to provide necessary scholarship materials needed to parents and students.

Objective 2.4.b.: Communication and Outreach – This section should include information on how the Agency supports or conducts outreach and amplification on the importance of college enrollment, access and affordability.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. Participate in Rockhurst University Hispanic Mentor Program. Providing a community network to support Latino students and ensure they succeed in higher education.	Annually	1,000	8%	\$150	Alicia Melgoza-Caudillo Kansas City Regional CREO Manager	Hispanic SSA employees are matched with Hispanic students to mentor and coach them throughout their four year college experience.



Strategic Area 3: POSTSECONDARY EDUCATION AND WORKFORCE DEVELOPMENT/TRAINING

Objective 3.1.a: Data, Funding and Programs – For this section, the Agency should identify grant opportunities, programs, and any activities, initiatives, or resources that support either job training or educational activities leading to degrees and certificates, including provision of grants and scholarships. Include efforts or partnerships with institutions of higher education, including Hispanic-Serving Institutions that support or strengthen postsecondary education and workforce training completion. In addition, report on how the Agency considers and collects demographic data on the Latino population and diversity within it (e.g. ethnic and/or gender) to create relevant funding models and policies. Note: Do not include information collected through the annual MSI Data call led by the U.S. Department of Education’s HBCU Initiative.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. Attend college career fairs: Host a booth informing Hispanic students about careers and internship opportunities with SSA, employment requirements, and the application process. In addition, participants share their personal career experiences while working in the Federal government.	2015	800	90%	No cost	Marilenin Vasquez Public Affairs Specialist	<ul style="list-style-type: none"> a. Educate Latino students about Federal employment. b. Increase the Social Security Administration’s diverse workforce, including Hispanic students, and the advancement of Hispanics in the Federal workforce.
2. Educational Training to Unemployment Offices at Valley Works Career Centers: SSA employees provide employment and training services to unemployed and disabled Hispanic workers in the Merrimack Valley. SSA conducts educational seminars on its disability programs and work provisions.	2015	100	90%	No cost	Marilenin Vasquez	<ul style="list-style-type: none"> a. Teach the Hispanic unemployed disabled community about Social Security’s employment opportunities for disabled individuals. b. Inform Hispanic disabled individuals about Social Security Disability Program and work incentive opportunities for Social Security beneficiaries. c. Act as a liaison between Unemployment Centers serving Hispanics in order to educate them about the Ticket to Work program.



Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
<p>3. Job Training</p> <p>SSA managers provide training opportunities to all employees. The types of training include job-specific training and GETA-funded courses on effective communication, public speaking, leadership, and transitioning to management roles.</p> <p>SSA funds and conducts 15 Spanish Bilingual Interviewing workshops attended by Spanish-speaking front line employees. The workshops focus on enhancing each attendee's SSA bilingual vocabulary and medical terminology.</p>	FY 2015	154	100%	\$11,527	Claudia Rascon Project Manager for Equal Employments Training & Development Team	<p>a. To promote personal development for all employees, including Hispanic employees.</p> <p>b. To prepare employees to better serve and communicate with Spanish-speaking customers.</p>



Objective 3.1.b: Internships and Fellowships – In this section, the Agency should identify internship and fellowship opportunities available to students, including Hispanic students. The Agency may also include if it has any partnerships with other national or regional educational or Latino organizations, such as the Congressional Hispanic Caucus Institute or Hispanic Association of Colleges and Universities to offer these opportunities in an effort to increase postsecondary education and workforce training completion.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. SSA's Seattle Region advertised 15 Pathways Summer Internship vacancy announcements via USAJOBS for positions in our various field offices.	2015	29	15.7%	No cost	Center for Human Resources, Benefits and Employment Services Team	SSA hires student interns in the Seattle region - 15.7% of the hires are Hispanic students.
2. Outreach/Liaison Relationship with Wisconsin area colleges/universities	2015	---	---	No cost	Ricardo Acevedo, District Manager Heidi Garvan, Area Administrative Assistant (AAA),	a. Establish relationship with an area college that currently has a Hispanic volunteer intern in the LaCrosse, WI office. Potential for Pathways hire for the future. b. Establish partnership with local university that has one Hispanic Intern during the 2015 academic year in the Racine, WI office.
3. Outreach/Liaison Relationship with the Wisconsin Department of Workforce Development	2015	---	---	No cost	Heidi Garvan, AAA, Denver Region/Area 2	Establish volunteer (unpaid) opportunities for workforce development, including the Hispanic population.
4. Hispanic Intern Recruitment	2015	1	100%	No cost	Wanda Colón-Mollfulleda, Hispanic Affairs Advisory Council's (HAAC) Executive Champion	SSA local Wisconsin office has a longstanding relation with Viterbo University to place student volunteers in the office for internship opportunities for local Hispanic students.
5. Minority and Retirement Security Program – Provide grants to support graduate students research at Hispanic Serving Institutions (HSIs) in retirement security, financial literacy, and financial decision-making.	2015	1	100%	\$120,000	Wanda Colón-Mollfulleda,	a. Increase the amount of research in the target areas within minority and low-income communities. b. Increase the number of seminars in the target areas within minority and low-income communities.



Objective 3.1.c: Workforce Diversity – In this section, the Agency should include any activities, investments, outreach and/or recruiting programs intended to diversify the Agency’s workforce, including activities, investments, outreach and/or recruiting programs designed to create awareness of professional opportunities and increase the recruitment and hiring of Hispanics.

Strategic Activity	Timeframe	Total Population Served	Hispanic students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. HAAC collaborate with the White House Initiative on Educational Excellence for Hispanics providing support and data to develop new projects on early childhood education for Hispanics.	2015	40	100%	No cost	Jose Ocasio-Rodriguez Office of Central Operations HAAC Chairperson	a. Provide support and data. b. Develop new projects on early childhood education for Hispanics.
2. HAAC initiates an outreach event called, “Our People Matter.” During this event, HAAC assists members who are in family, health and/or financial distress. HAAC provides guidance and a support group for those in need of services.	2015	25	100%	No cost	Jose Ocasio-Rodriguez	a. Assist HAAC members in family, health and/or financial distress. b. Provide guidance and support.
3. Former SSA OCO Deputy Associate Commissioner, William Martinez, spoke to HAAC members regarding leadership, career development, and mentoring.	2015	35	100%	No cost	Jose Ocasio-Rodriguez	Provide developmental opportunities for HAAC members to learn about leadership, career development, and mentoring.



Strategic Activity	Timeframe	Total Population Served	Hispanic students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
4. HAAC collaborates and works in liaison with Cultura Plenera, a non-profit organization dedicated to the promotion and education of Bomba and Plena, in Maryland, Washington D.C., and Virginia. HAAC offered four hours of cultural awareness to the Hispanic community at Rockburn Branch Park Pavilion at Elkridge, MD.	2015	50	100%	No cost	Jose Ocasio-Rodriguez	a. Offer four hours of cultural awareness to the Hispanic community at Rockburn Branch Park Pavilion at Elkridge, MD.
5. Recruitment/Hiring	FY 2015	---	---	No cost	Fontaine Meads Human Resources Specialist	a. Despite limited Hispanic Speaking Individuals in the PA/MD/Washington DC area, SSA publishes several job postings in an effort to reach individuals across the country. b. Communicate and collaborate with a network of noncompetitive eligibility contacts including Career One Stop Centers and Vocational Rehabilitation Offices.
6. Job Fair, CUNY, Queens College—Job Fair	2015	300	50%	\$172	Suzanne Rattazzi-Lopez Area Director Office Supervisor	a. Increase awareness of professional opportunities with the Social Security Administration.
7. Stony Brook University, New York,--Recruitment	2015	200	50%	\$436	Ruth Harron Executive Officer	a. To diversify our workforce b. To create awareness of professional opportunities with the agency.



Strategic Activity	Timeframe	Total Population Served	Hispanic students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
8. Attend Career fairs, outreach events, and college career fairs at Hispanic Service Institutions, including Northern Essex Community College, Merrimack College, and UMASS Lowell.	2015	---	---	No cost	Marilenin Vasquez Public Affairs Specialist	a. Educate Hispanic students about Federal employment opportunities. b. Increase diversity in the agency's workforce.
9. SSA's Boston Region supports regional HAAC by working with regional leadership to advise on issues relating to promotional opportunities for Hispanic employees and to stimulate recruitment, training, and job development for Hispanic individuals.	2015	---	---	No cost	Marie Bocchino Civil Rights and Equal Opportunity (CREO)	a. Promote Hispanic advancement within the Boston Region. b. Educate Hispanic communities in New England regarding SSA programs and initiatives.
10. SSA's Boston Region supports six Hispanic Serving Institutions (HSIs) in New England: Northern Essex Community College, Urban College of Boston, Capital Community College, Housatonic Community College, Bunker Hill Community College, and Norwalk Community College. The region continues to maintain contacts with these institutions and educates them about agency programs and employment opportunities.	2015	---	---	No cost	Marie Bocchino	a. Educate Hispanic students and faculty about SSA programs. b. Inform Hispanic students of employment opportunities with federal government.



Strategic Activity	Timeframe	Total Population Served	Hispanic students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
11. Annual Puerto Rican Festival-Meriden, CT	2015	5,000	15%	No cost	Robert Rodriguez Public Affairs Specialist	<ul style="list-style-type: none"> a. Educate Latino students about educational requirements for Federal employment. b. Increase SSA's diverse workforce, including Hispanic students and the advancement of Hispanics in the Federal workforce.
12. Hartford Latino Festival – Hartford, CT	2015	7,000	21%	No cost	Sabrina Feliciano Public Affairs Specialist	<ul style="list-style-type: none"> a. Educate Latino students about educational requirements for Federal employment. b. Increase SSA's diverse workforce, including Hispanic students and the advancement of Hispanics in the Federal workforce.
13. Latino Festival – Fenway Park, Boston, MA	2015	10,000	20%	No cost	Roberto Medina Regional Communications Director	<ul style="list-style-type: none"> a. Educate Latino students about educational requirements for Federal employment. b. Increase SSA's diverse workforce, including Hispanic students and the advancement of Hispanics in the Federal workforce.
14. Springfield Puerto Rican Day Parade – Springfield, MA	2015	6,000	17%	No cost	Sabrina Feliciano Public Affairs Specialist	<ul style="list-style-type: none"> a. Educate Latino students about educational requirements for Federal employment. b. Increase SSA's diverse workforce, including Hispanic students and the advancement of Hispanics in the Federal workforce.



Strategic Activity	Timeframe	Total Population Served	Hispanic students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
15. Northern Virginia Community College (NOVA) Career Fair	2015	300+	---	\$26	Diana Varela Public Affairs Specialist	<ul style="list-style-type: none"> a. Educate attendees about career opportunities with the Social Security Administration. b. Invite attendees to visit SSA's website to learn more about benefits and programs and to create a mySSA account.
16. SSA's Atlanta Civil Rights and Equal Opportunity (CREO) Staff held Diversity Days at the Atlanta Regional Office & Unity Days in the Birmingham Social Security Center (BSSC).	2015	650	---	No cost	Kimberly Counts	<ul style="list-style-type: none"> a. Promote career development activities. b. Increase Advisory Council membership.
17. SSA's Atlanta CREO staff participated in 13 Career Fairs.	FY 2015	---	---	\$3500	Kimberly Counts	<ul style="list-style-type: none"> a. Provide information about positions at SSA to students at colleges and universities targeting underrepresented groups. b. Support the agency's mission of attracting highly qualified applicants from diverse backgrounds. c. Establish contacts with educational institutions with diverse student populations.
18. SSA's Atlanta CREO staff conducted 56 training classes.	FY 2015	2,500	---	---	Kimberly Counts	<ul style="list-style-type: none"> a. Provide training to managers, supervisors and team leaders on skills to manage a diverse workforce.
19. SSA's Atlanta Georgia Area Recruitment effort with The Latin American Association (The LAA)	2015	---	---	No cost	Alicia Lipscomb Public Affairs Specialist	<ul style="list-style-type: none"> a. Post job openings with the LAA. b. Recruit bi-lingual speakers for positions with the Social Security Administration.



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20. SSA's Kansas City Regional Recruitment Cadre fosters a relationship with community champions who serve job seekers and keep them informed of vacancy announcements.	Annually	1,000	20%	\$150	Alicia Melgoza-Caudillo Kansas City Regional CREO Manager	Develop a list of community partners and inform them of resources for job seekers and upcoming vacancy announcements.
21. SSA's San Francisco Region Outreach and Job Recruitment <ul style="list-style-type: none"> • Cal Poly Pomona Career Fair • Santa Cruz County Career Community Expo • Immaculate Conception Church • Kern County Department of Human Services' JobFest in Delano • East Los Angeles College Job Fair • Modesto Hire Event • Career Connections Spring Job Fair at Cuesta College • California State University, Chico-Career & Internship Job Fair • East Los Angeles College Job & Career Fair • Pasadena City College 21st Annual Adelante Mujer Latina • Stockton Hire Event • Latino Career Fair San Jose State University Business & Govt. Job/Intern Fair 	FY 2015	>1,100	---	\$3,765	For events from Cal Poly Pomona through Modesto, contact: Regional Public Affairs Office (510) 970-8430 For events from Cuesta College through San Jose State, contact: Regina Washington Acting Project Manager for the Staffing & Classifications Team	<p>a. SSA's San Francisco Region participates in outreach job recruitment activities that target the Hispanic community and approve funds for managers to attend job fairs and other recruitment events at culturally diverse colleges as a way to strategically reach out to the Hispanic community and recruit job applicants.</p> <p>b. Fiscal year 2015 Hispanic recruitment efforts included posting 37 job vacancy announcements that targeted bilingual Hispanic and other Spanish-speaking candidates. From these job announcements, SSA hired 109 Spanish-speaking employees.</p>



Strategic Activity	Timeframe	Total Population Served	Hispanic students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
<p>22. Hiring in SSA's San Francisco Region:</p> <p>We used various hiring authorities, including Pathways Recent Graduates and Pathways Interns, to recruit applicants, including Hispanic students:</p> <ul style="list-style-type: none"> Pathways Recent Graduates are individuals who, within the previous 2 years, completed all requirements of an academic course of study leading to a qualifying associate's, bachelors, master's, professional, doctorate, vocational or technical degree or certificate from a qualifying educational institution. Pathways Interns are students enrolled in or accepted for enrollment and seeking a degree (diploma, certificate, etc.) in a qualifying educational institution, on a full or half time basis (as defined by the institution in which the student is enrolled). 	FY 2015	109	100%	No cost	Regina Washington Acting Project Manager for the Staffing & Classifications Team	<p>The San Francisco Region serves the most diverse communities in the nation. Our employees speak more than 81 languages/dialects, including Spanish. In FY 2015, we hired 109 Spanish-speaking employees.</p> <p>The Pathways Recent Graduates program is intended to provide developmental experiences and promote possible careers in civil service.</p> <p>The Pathways Interns program enables participants to have paid work opportunities and explore Federal careers while still in school.</p> <p>In fiscal year 2015, 22 of the Region's 109 Spanish-speaking new hires were brought onboard using the Pathways Recent Graduate or Pathways Intern hiring authority.</p>



Strategic Activity	Timeframe	Total Population Served	Hispanic students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
23. SSA's Seattle Region posts external vacancy announcements on the Office of Personnel Management's USAJOBS website ensuring maximum visibility to all interested applicants, including Hispanics.	2015	18	100%	No cost	Center for Human Resources, Benefits and Employment Services Team	The regions Hispanic workforce increased by 7% (18 new hires) during the FY15 hiring period.
24. SSA's Chicago Region targeted recruitment activity for Spanish language customer service representatives and claims specialists.	2015	---	---	No cost	Center for Human Resources, Chicago Region	<p>When there is a language need in a particular office or teleservice center, the vacancy announcement indicates the language requirement for that position. The Chicago Region has hired many Spanish speaking personnel over the years utilizing this targeted recruitment method.</p> <p>The Region has also used direct hiring authorities when recruiting for Spanish language needs. For example, the LaCrosse, WI office worked with the VFW and American Legion Posts to target a Hispanic Spanish speaking Veterans.</p>
25. SSA's Chicago Region attended job fairs.	2015	---	---	---	Center for Human Resources, Chicago Region	<p>The Chicago Region conducts various and diverse recruitment activities to provide information about careers with SSA to all populations, including Hispanics.</p> <ul style="list-style-type: none"> a. For example, the Madison and Janesville, WI districts will be attending the Dane County job fair in March 2016. b. The Region will recruit at the Western Illinois University spring job fair and University of Illinois, Springfield job fair, among others.



Strategic Activity	Timeframe	Total Population Served	Hispanic students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
26. Outreach/Liaison Relationship with the Great Lakes Migrant Resource Council, Lapeer, Michigan	2015	---	---	No cost	Vickie Eshker, Migrant Program Specialist	<ul style="list-style-type: none"> a. Provide Hispanic migrant community with information about careers with SSA. b. Recruit top Hispanic candidates for SSA's entry-level positions.
27. Quad Cities Hispanic Chamber of Commerce, Veteran Services Offices	2015	---	---	No cost	Heidi Garvan, Area Administrative Assistant	The Chicago Region conducts recruitment activities to provide information about careers with SSA.
28. SSA Hispanic Recruitment	2015	1	100%	No cost	Wanda Colón-Mollfulleda, Hispanic Affairs Advisory Council's (HAAC) Executive Champion	Local SSA Office reached out to a local VFW chapter to recruit a Hispanic Iraq War Veteran who now works for SSA.